President’s Perspective

Corinne MacEgan, MSN/Ed, RN, CHPN

Welcome to another edition of The Nursing Voice! It’s been an exciting few months since the last edition came out. Our members have been sharing their voices through calls, emails, and social media, and we are so happy to hear whatever you have to say. It’s been interesting to read the differing viewpoints, needs, values, and concerns that you all have, and I am pleased to share with you that your Board and staff have been acting on your behalf.

We are making progress in our new Western Multistate Division membership, collaborating with other states to better California both financially and professionally. One example, as I mentioned last issue, was the development and incorporation of a contact hour program. While this won’t be completed overnight, we are working to ensure an accurate and strong program within the MSD so you have less to worry about. Nursing is tough enough!

We are also working closely with other nursing organizations in California to address licensing concerns for both renewals and New Graduates. We refuse to have our heads in the sand on this, or any issue, and have strong voices both on the ground and through letter-writing measures and social media usage.

Speaking of the written word, I recently had an interview published in The Working Nurse which contained an edited statement that I was called upon to clarify by a concerned ANAC member. The article stated that I wished to “mend the rift” between ANAC and CNA. What I want our membership to realize is that this 20-year rift will probably never be mended, but your organization is working dutifully to communicate professionally and mindfully with CNA in order to further nursing and safe patient care. Our two organizations focus on two separate ventures with different ideas and formalities, and my statement meant to reflect the hope I have that disagreements and historical emotional baggage are contained.

President’s Perspective continued on page 2

State of Our Association Report

Corinne MacEgan, BSN, RN, CHPN

Robin Schaeffer, MSN, RN, CAE
ANA/C Executive Director

I am honored to be writing my first State of our Association Report as the executive director of ANAC.

This past year, I have worked with an amazing group of dedicated volunteers who compose your Board of Directors. We have been working diligently to expand the member experience and improve ANAC’s current infrastructure to ensure that our organization is relevant and progressive. Major operational efficiencies we have been focusing on include:

办公和会议空间

Our new office space is located just across the street from the State Capitol in Sacramento. We invite all nurses visiting their legislators, or just passing thorough Sacramento, to stop in and visit. With a beautiful reception area, two private offices, a boardroom and small kitchen, our new headquarters is an ideal site for stakeholder and partner meetings.

沟通路径

Our new website, launched in January, was an instant success. Website traffic has increased in the months since our launch as more members visit the site for important news and information. Through website analytics, we can assure that our website is a useful resource. If you have not yet set up your member profile, be sure to visit www.anacalifornia.org and click on Member Login. You can

State of Our Association Report continued on page 14

GAIN A MEMBER!

PASS THIS
NEWSLETTER
ALONG TO A NURSE COLLEAGUE

MEMBERSHIP APPLICATION ON PAGE 15

Corinne MacEgan, MSN/Ed, RN, CHPN
ANA\California accepts and encourages manuscripts and editorials be submitted for publication in the association’s quarterly newsletter, The Nursing Voice. We will determine which letters and articles are printed by the availability of publication space and appropriateness of the material. When there is space available, ANAC members will be given first consideration for publication. We welcome signed letters of 300 words or less, typed and double spaced and articles of 1,500 words or less, typed and double spaced. ANAC will accept larger narrative if space permits. For more information please email TheNursingVoice@anacalifornia.org or call 916.447.0225.

ANA\California’s official publication, The Nursing Voice editorial guidelines and due dates for article submittal is as follows.

1. Letters, Articles and Manuscripts should be word processed and double-spaced on one side of 8 1/2 x 11 inch white paper. Manuscripts should be emailed to Editor at TheNursingVoice@anacalifornia.org
   a. Letters, Articles and Manuscripts should include a cover page with the author’s name, credentials, present position, address and telephone number. In case of multiple authors, list the names in order in which they should appear.

b. The Nursing Voice reserves one-time publication rights. Letters, Articles and Manuscripts for reprint will be accepted if accompanied with written permission.
   c. The Nursing Voice reserves the right to edit Letters, Articles and Manuscripts to meet style and space limitations.
   d. Letters, Articles and Manuscripts may be reviewed by the Editorial Staff.
   e. Letters, Articles and Manuscripts submitted by members’ of ANAC will be given first consideration when there is an availability of space in the newsletter.
   f. Letters, Articles and Manuscripts submitted to ANAC will be published as space allows unless content is of a timely nature.
   g. Letters, Articles and Manuscripts printed in The Nursing Voice do not necessarily reflect the views of ANAC, its membership, the board of directors or its staff.

2. Photographs should be in jpg format and emailed with the name of the Letter, Article or Manuscript referenced in the subject line. Email to TheNursingVoice@anacalifornia.org
   Photographs should be of clear quality. Write the name(s) of the persons displayed in the photo in the order in which they appear in the body of the email.

3. E-mail all narrative to TheNursingVoice@anacalifornia.org

Help us stay in touch: Do you have a new address or e-mail address?

You can help American Nurses Association\California "stay in touch" by updating your contact information. Call ANAC at 916-447-0225, e-mail us at anac@anacalifornia.org or return this form to:
The Nursing Voice
c/o ANAC
1121 L Street, Suite 406
Sacramento, CA 95814
ANAC Member Identification No. (if applicable)
Name:
New Address:
Old Address:
New E-mail Address:

*** This is not to update your license information with the Board of Registered Nursing.
Go to www.rn.ca.gov

ANA\C Wants To See You… IN THE NEWS

Have you or one of your colleagues been recognized for an accomplishment, elected to office, won an award, received a grant or scholarship, launched a new venture? Tell us about it! Send name, address, phone number, headshot (jpg) and news to –

E-mail to: TheNursingVoice@anacalifornia.org

Mail to:
ANA\California ‘IN THE NEWS’
1121 L Street, Suite 406
Sacramento, CA 95814

Fax to:
916.442.4394

President’s Perspective continued from page 1

may be set aside sometime in the future in order to progress nursing in California on a stronger level.

With all of this said, I welcome you to a very special edition of The Nursing Voice. Inside you will find a number of reports from your elected Board members elucidating on their actions over the past year. I would also like to introduce you to our newest Board member, Dr. Mary Ann McCarthy, who has agreed to step into the vacant Education Director spot. I hope you will welcome her with open arms. She’s truly fantastic and quite experienced in her realm.
President’s Report

By Corinne MacEgan, MSN/Ed, RN, CHPN
ANA/C President

This report will be quite brief. As many of you know, I was down and out for more than seven months due to cardiac issues. I’m happy to report that I was officially “fixed” in July and have resumed my full duties as President. I’d like to thank my Board and staff, especially Vice President Anne Hughes and Executive Director Robin Schaeffer, for fulfilling the needs of ANA/C when I was unavailable. The following is a summary of my major areas of participation in state and national work over the past 18 months:

• Guest speaker at multiple events for the California Nursing Students’ Association.
• Attended ANA President’s Immersion Conference in Silver Spring, MD.
• ANA Membership Assembly 2015 in Washington, D.C.
• ANA/C General/Virtual Assembly in December 2015.
• Advocacy for ANA/C through statewide nursing publications.

Vice President’s Report

By Anne Hughes, PhD, FNP-BC, ACHPN, ACRN, FAAN

Serving as ANA/C’s Vice President has been a very rewarding experience. I would like to share the accomplishments and milestones of this past year and thank our member volunteers for their dedication and support in achieving these goals:

• Elected and served as Board Secretary from March 2015 until January 2016.
• As Secretary, attended and recorded all 20 meetings of the Board of Directors, including 9 open sessions and 11 executive sessions.
• As Secretary, authored a regular column and board meeting highlights for The Nursing Voice.

In January 2016, selected by Board to fill 6-month vacant office of Vice President. This occurred after Vice President Corinne MacEgan succeeded

Vice President’s Report continued on page 4
Treasurer’s Report

By Melanie Krupa-Kelly, MSN, RN, CNOR
ANA/C Treasurer

This past year, ANA/C’s Board of Directors has worked diligently to strengthen the operational and financial sustainability of our organization. This includes creating new financial policies and procedures to replace outdated ones.

Revenue: A surplus is projected for the 2016-2017 operating budget. Prior to 2016, ANA/C’s income has been generated primarily from membership dues. According to Robin Schaeffer, ANA/C’s new executive director, it is also important to our organization’s financial growth to identify non-dues revenue streams.

ANA/C Weekly, our electronic newsletter was launched in January 2016. Member feedback regarding this new product has been very positive. Revenue from ANA/C Weekly comes from advertising — in six months we have already earned $20,000 in non-dues revenue!

Expenses: Our expenditures support the strategic goals of our organization. Funds are allocated for advocacy, member engagement, and operational infrastructure. Some examples of advocacy expenses are ANA/C’s contracted lobbyist, our staff senior policy analyst, and a robust legislative tracking system. Member engagement expenditures include a new website, contracted webmaster, meeting planning services, and a survey tool subscription. Major operational expenses are office rental, phone, copy machine and computers.

Investments: We have a strong investment portfolio and our reserve ratio (percent of operating funds ANA/C should maintain to cover unforeseen increases in operating expenses or decreases in operating revenue) is well beyond the recommended 25-50 percent, in fact, our reserve ratio is close to 100 percent!

I will be presenting a comprehensive Treasurer’s Report at the ANA/C General Assembly in October. For members who are unable to attend, my report will also be posted in the Members-Only section of our website.

ANA/C Membership Report

By Phillip Bautista, BSN, RN, PHN
Membership Director

In March of 2015, I began my second term as Membership Director. I’m happy to report that over the past 15 months, ANA/C has increased membership by nearly 1,000 members. We have also seen a shift in our demographics with an increase in staff nurse membership. This represents a voice and presence in our hospitals that has increased, but still has plenty of room for growth. The voice of nurses is being heard at all levels, not only within California, thanks to previous efforts to identify where are members are throughout the state. Efforts by our previous board to encourage our hospitals that has increased, in staff nurse membership. This has increased membership by

As Vice President, created and served as chair of the 2016 General Assembly Planning Task Force with seasoned ANA/C leaders and emerging nurse leaders.

General Assembly Planning Task Force selected this year’s theme (ANA/C Making Waves: Empowering California Nurses), identified educational content and program formats based on member needs assessment.

Collaborated with 2016 Resolutions Task Force, lead, Zach Huddleston, to review previously adopted resolutions for relevance and develop a process for members to present topics of concern to the Board and membership for policy consideration.

Appointed ANA/C member Cathy Meiter to 2016 elections Task Force.

Recruited Tamarra AL-Yassin to serve on Awards Task Force.

Proposed creation of the Emerging Nurse Leader Award to be presented in 2017 and considered revision of criteria for current awards.

Proposed that Representative Lois Capps (D-24th district) receive a special award at 2016 General Assembly.

Served as member of ANA/C Executive Legal Negotiating Task Force.

Served as acting ANA/C President in January and February while President MacEgan was on medical leave.

Co-facilitated February Board Retreat with then Interim Executive Director Robin Schaeffer, to examine ANA/C’s mission statement and identify strategic priorities.

Colleges and Board input.

Coordinated recruitment of candidates to be considered for the vacant Education Director position on our executive staff.

Represented ANA/C at Western State President and Executive Director (WEX) meetings in February and March.

Represented ANA/C at Western Multistate Division (MSD) meeting in June 2016.

Served as lead for ANA/C delegation to 2016 ANA Membership Assembly.

Education Director Report

Mary Ann McCarthy, EdD, MSN/CNS/NE, STAH, PHN

As the newly appointed Education Director of ANA/C, I am fortunate to have a multitude of colleagues in education throughout the state that allows me to identify needs and interest in nursing education in California. My doctorate in educational leadership prepared me not only to lead in education but gave me the knowledge and framework needed to review policy and curriculum. I am in touch with nursing issues through ANA, CAGN, ACNL and NLN and understand the role and importance of legislative work in nursing education. I am the director of the traditional baccalaureate program at Saint Mary’s University Los Angeles and also the BRN director for the pre-licensure baccalaureate programs. Working with the BRN gives me experience with not only prelicensure requirements but also insight into why helps students and programs be successful. I am also Kaplan NCLEP prep nurse faculty and have taught throughout California for the past 8 years.

As a CSNA faculty advisor, I have a working knowledge and history of educational concerns and priorities as well as ongoing interdisciplinary needs assessment.

We are working to increase access to the nation’s best resources for the benefit of our members.

For complete job descriptions visit: http://www.calstatela.edu/employment

For email correspondence: csguira@calstatela.edu

Faculty Employment Opportunities

- Open rank Tenure Track in Population Health or Medical Surgical Nursing
- Assistant Professor Tenure Track in Population Health or Medical Surgical Nursing
- Open Rank Tenure Track or Assistant Professor in Adult/Geriatric Acute Care Nurse Practitioner/APN

Required Documentation:
- Letter of Interest
- 2. Curriculum vitae
- 3. Three current letters of recommendation
- 4. Original transcript from institution with highest degree
- 5. Completed Cal State LA Employment Application with original signature

For more information, visit http://www.calstatela.edu/employment

Mary Ann McCarthy, EdD, MSN/CNS/NE, STAH, PHN

For complete job descriptions visit: http://www.calstatela.edu/employment

Address letter of application, required documentation and/or requests for information to:

Dr. Gail Washington, Director, School of Nursing
California State University, Los Angeles
5551 State University Drive, Los Angeles, CA 90032-8164
(323) 434-4070

For email correspondence: csguira@calstatela.edu
Bylaws Committee Report

By Kathy Falco, MSN, RN
Chair, Bylaws Committee

As a new committee, our members worked diligently to build our communication process and to share information effectively. Committee members are to be commended for creating an environment which is a transparent and clear understanding of the work.

Committee membership was at both 2016 BOD retreats and on two BOD telephone meetings.

2016 Accomplishments

In the first half of 2016, the Bylaws Committee worked with a tight time frame on two overlapping projects:

The 2016 Proposed Amendments to the ANAC Bylaws document is finalized and has been made available to our membership for review and comment. These proposed amendments will be discussed and voted on at the 2016 General Assembly. Several amendments have been proposed including:

- The ANAC Bylaws (draft) document and a completed ANAC Bylaws Conformity Grid. The Grid is an extensive document and will be released in the near future.
- Amendments to the Bylaws to improve the communication between the Bylaws Committee and the ANAC Board of Directors.

The ANAC Bylaws committee has had several meetings, primarily via telephone, to discuss the proposed amendments and to finalize the document.

2015 Accomplishments

In 2015, the Bylaws Committee prepared Proposed Amendments to the ANAC Bylaws for the 2015 General Assembly. A document was provided to the ANAC Board of Directors for their review and to the membership for their comments.

Involving ANAC Members in the Bylaws Process

To ensure that membership has a voice in the bylaws process, the committee will continue to place a Call for Bylaws Proposal statement with a submission deadline in the next year.

By Liz Dietz, EdD, RN, CS-NP
Legislative Director

2016 has been an extremely busy and productive year for ANAC’s legislative/regulatory department. Our organization is blessed to have two excellent staff members and vital resources: reg. Nicole Gould, and Government Affairs Director Marketa Houskova. As you elected legislative director, I depend greatly on Roxanne and Marketa.

We are winding down the year with many legislative activities and are following 47 bills. This number may seem small when you think of the approximately 3000 bills before the California Legislature, but I can assure you, following 47 bills is no easy task. Our team is at the state capitol regularly, often multiple times per day to attend hearings and meetings.

In our new ANAC headquarters in the Senator Building, we have a television service that allows us to access live streaming of many committee hearings, making the task of staying informed more manageable. Additionally, this service provides us with daily information on state legislative and regulatory issues. Besides reviewing this information, we maintain a list serve for ANAC’s members.

Nursing Practice Report

By Mary Ellen Dellefield, PhD, RN

ANAC has experienced phenomenal growth and change since 2015. The organization has evolved and is now a dynamic, collaborative organization that is uniquely positioned to meet the needs of the nursing workforce.

In the coming year, we will provide members with more resources that link research findings with proposed legislative activities being monitored by ANAC. While other national nursing organizations provide resources on clinical practice specialties, such as oncology or pediatrics, ANAC is uniquely positioned to provide members with information linking California legislative activities to relevant research evidence in nursing or healthcare. This will enable members to expand their evidence-based nursing practice to include California legislative proposals affecting nursing practice and health care in our state.

I look forward to working with members to create strategies to meet your needs and better link nursing practice, evidence, and legislative proposals in California.
Update: The Future of Nursing Campaign in California

By Monica Weisbrich, BSN, RN and Gayle Sarlette, BSN, RN
Members of ANA/C and the HealthImpact Advisory Council


The initial 8 Recommendations for Nursing were:
1. Remove scope-of-practice barriers.
2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
3. Implement nurse residency programs.
4. Increase the proportion of nurse graduates with baccalaureate degrees to 80 percent by 2020.
5. Double the number of nurses with a doctoral degree by 2020.
6. Ensure that nurses engage in lifelong learning.
7. Prepare and enable nurses to lead change to advance health.
8. Build an infrastructure for collection and analyses of inter-professional health care workforce data.

2016 marks the five-year anniversary of the Future of Nursing Campaign and the California Action Coalition. During this time, the original 8 Recommendations for Nursing have undergone multiple changes, evolving into the four pillar concept of: Education, Leadership, Practice and Data. Today, the work being accomplished falls naturally under these four pillars.

The leaders of the California Action Coalition, in looking for ways to advance their work, identified the need to reframe, reboot and refocus. The California Action Coalition and HealthImpact partnered to increase their sustainability and facilitate both organizations’ common goal of positively influencing healthcare delivery in California. A considerable effort by volunteers in our state has resulted in a commendable body of work relative to the 8 Recommendations for Nursing. Updates on three of the 8 Recommendations for Nursing will be described.

Recommendation 3 – The goal of implementing nurse residency programs has seen much activity. A small group of volunteers conducted a thorough literature review, consulted with subject matter experts and reviewed nationally-recognized standards and guidelines from several sources. The result was an extensive document that provides nurse leaders across practice settings with resources for design or validation of nurse residency and/or transition to practice programs. Data collected last year, from across California, indicated a wide variety of residency, transition to/nurse residency programs: 12 active pre-employment nurse residency programs, 28 commercially outsourced, externally developed new graduate nurse residencies and 16 internally developed new graduate nurse residency programs. Additional work is now occurring to develop programs for nurse preparation in specialty roles – perioperative, emergency, and perinatal.

Recommendation 4 – We have experienced progress in California in increasing the number of nurses with Baccalaureate degrees. According to data provided by the national Academic Progression in Nursing (APIN) office, California had 40.4 percent of RNs with BSN or higher in 2008. In 2012 that number had risen to 50 percent (an increase of 9.5 percent). Two years later it had risen to 61.5 percent, an 11.5 percent increase. Of the 71 ADN programs in California, 61 of them have a relationship with a BSN program.

In a recent study conducted by University of California, San Francisco, chief nursing officers were asked how they perceived the current RN labor market. Overall, they reported the demand for RNs in general and BSN prepared RNs specifically is rising. Nationally, nurses are returning to school in record numbers to obtain their BSNs – more than 110,000 RNs returned to school this year. The research shows that hospitals with higher proportions of nurses with BSNs have better patient outcomes. This includes research conducted prior to the publication of the 2010 IOM report, as well as additional research since then confirming the earlier work.

In California, there are several examples of Academic Progression in Nursing (APIN) achievement. In Southern California, for example, there are many expanded academic/service partnerships. California State University, Los Angeles and California State University, Fullerton, as well as some private colleges have partnered with their service colleagues to provide opportunities for several cohorts of RNs to obtain their BSN degrees.

Recommendation 7 – The California Action Coalition partnered with the Association of California Nurse Leaders (ACNL) and the ACNL/LifeMoxie Mentoring Program. By connecting experienced nurse leaders in service or academia with emerging nurse leaders, the ACNL/LifeMoxie Mentoring Program provides opportunities for mentors to develop leadership skills, and for mentors to advance the nursing profession. This structured six-month program, utilizing a virtual platform containing multiple resources for mentors and mentees, launched its sixth cohort in May 2016. More information is available at www.acnlementoring.org.

Health Facilities Evaluator Nurse (HFEN) Positions

The Health Facilities Evaluator Nurse conducts inspections, investigations, surveys, and evaluations of health care facilities.

Want to make a difference in the quality of health care? The Center for Health Care Quality is recruiting Registered Nurses to fill . . .

CDPH

California State University

DOMINGUEZ HILLS

Want to make a difference in the quality of health care? The Center for Health Care Quality is recruiting Registered Nurses to fill . . .

California State University

DOMINGUEZ HILLS

Build a better tomorrow for you and your family! CSUDH offers an education that works with your career or personal life while providing one-on-one attention from world-renowned faculty.

Choose your path to success on campus or online.

MASTER OF BUSINESS ADMINISTRATION

Advance your career by mastering business fundamentals in marketing, finance, or information technology.

Can be completed entirely online within 18 months.

mboaonline.csudh.edu

MASTER OF PUBLIC ADMINISTRATION

Healthcare Administration

This program is designed to provide a quality graduate professional education for individuals entering or currently employed in health or governmental services agencies.

Concentrations in public management, health care policy, non-profit, and criminal justice.

mboaonline.csudh.edu

Call 310-243-3646

The California Department of Public Health is an Equal Opportunity Employer.
The Future of Nursing Campaign Introduces The Culture of Health

December of 2015 saw the Future of Nursing national campaign unveil a new direction, *The Culture of Health*, with four key messages:

- Everyone deserves to live the healthiest life possible.
- Nurses are essential to creating a culture of health.
- Nurses are transforming health and healthcare.
- Nurses cannot do this alone.

There are 51 Action Coalitions nationwide in the process of incorporating *The Culture of Health* into the work being done on the 8 Recommendations for Nursing along with the four pillars – Education, Leadership, Practice and Data. Leaders of the California Action Coalition have developed a graphic representation of the interaction of these concepts (See Figure 1).

These past five years of California Action Coalition work have provided us with many lessons, including the need to expand the amount of grant writing and coalition building to include social and non-medical determinates of health – education, housing, food and transportation. We must engage communities in discussing what health really is, where it comes from and that health and health care are a shared value. **What is it that makes YOUR community healthy?**

The California Action Coalition and HealthImpact will be addressing the action steps that support the four key messages of *The Culture of Health* movement in the near future.

It will be our pleasure to keep the membership of ANA/C updated on this important work.

For more information, please visit these websites:
- http://www.campaignforaction.org
- http://www.caactioncoalition.org
- http://www.healthimpact.org
- http://www.acnlmentoring.org

---

**I ❤️ Caregivers**

Visit action.aarp.org/CAcaregivers to learn more about how the Hospital and Family Caregiver Law supports family caregivers.

---

**NOW HIRING!**

**FULL AND PART-TIME POSITIONS AVAILABLE TO APPLY ONLINE: WWW.EDJOIN.ORG**

**CERES UNIFIED SCHOOL DISTRICT**

*A Rewarding Career Path in one of California’s Top School Districts*

**Making a Difference in the Lives of Children**

Looking for compassionate, qualified, and dedicated nurses.

Salary ranges $50,235—$90,494 depending on experience/education.

Up to $9,000 in attendance incentives available!

https://www.edjoin.org/home/jobposting/732220

---

All applicants must hold a School Nursing credential, or have obtained a BA plus an RN license in order to secure a School Nursing credential.

Include: Credential Copy, Letter(s) of Recommendation (3 letters dated within the last 2 years), Test Results/Materials (RN license/card)

For additional information, please contact Brian Murphy (209) 556-1533
In a poignant and powerful keynote address, Dr. Kanitasha Washington, a health care expert on patient safety, health equity and patient/family engagement, described the story of her father’s death as a result of a preventable error. She shared how the pain her family endured not only at his sudden loss, but in the delay in finding out the truth of what went wrong.

Dr. Washington challenged all nurses to enlist their patients and families as partners in patient safety and achieving better health outcomes. Patient and family engagement requires nurses to examine their unconscious beliefs and attitudes (i.e., implicit bias) about their patients and families that may interfere with development of effective patient/family/nurse partnerships. Dr. Washington emphasized that patient engagement should not only occur at the bedside, in the home or in the clinic, but at the population level across the continuum of care. This includes coalitions committed to improving patient safety or those dedicated to improving the care of specific illnesses, such as cancer, Alzheimer’s dementia, spinal cord injury etc. Nurses must partner with patient advocacy groups to improve the experience of patients and their families in the health care system. ANA is a founding member of the Nursing Alliance for Quality Care (NAQC), whose white paper on improving safety noted the importance of patient engagement. Some of the guiding principles of patient engagement according to NAQC include recognizing:

1. Patients are the best and ultimate source of information about their health status and retain the right to make their own decisions about care.
2. In this relationship, there are shared responsibilities and accountability among the patient, family and clinicians that make (the relationship) effective.
3. Clinicians must recognize that the extent to which patients and family members are able to engage or choose to engage may vary greatly based on individual circumstances, cultural beliefs, and other factors.
4. Advocacy for patients who are unable to participate fully is a fundamental nursing role. Patient advocacy is the demonstration of how all of the components of the relationship fit together.
5. Acknowledgement and appreciation of culturally, racially or ethnically diverse backgrounds is an essential part of the engagement process.

For more information, go to the Nursing Alliance for Quality Care website at www.naqc.org.

Keynote Address: Patients and Families as Co-Creators of Safety

By Anne Hughes, PhD, FNP-BC, ACHPN, FAAN
ANA/C Vice President

Be comfortable at work! The perfect scrub pant for those who live in yoga pants.

Yoga scrub pants by MC² are so comfortable you’ll need a pair for home and for work. These have the same EZ-FLEX fabric you’ve come to love from the rest of Med Couture’s line, with the added comfort of a knit waistband. Front side pockets, double cargo pockets and an extra accessory pocket mean these pants aren’t just stylish, they’re highly functional.

Try a pair today!

Available now at

ShopNurse.com

ANA's Strategic Plan for 2017-2020

By Marketa Houskova, BA, MAIA, RN
ANA/C Government Affairs Director

At the recent ANA Membership Assembly, June 23-24, in Washington D.C., Dr. Marla Weston, ANA’s CEO, unveiled the organization’s new strategic plan for 2017-2020. The room was filled with registered nurses from all 50 states, as well and Guam and Puerto Rico. It was empowering to see RNs from a wide variety of roles and specialties, including the midwives, clinical nurse specialists and certified registered nurse anesthetists – networking and discussing nursing priorities and healthcare issues with nursing education directors, care coordinators, researchers, staff nurses and new grads alike.

The vast diversity of nursing professionals present at the Membership Assembly is a clear indicator of ANA’s all-encompassing mission to represent all registered nurses in our vast nation.

When you consider that nursing is the largest healthcare profession in the US, with a workforce of more than 3.2 million (approximately 420,000 in California alone), you recognize the massive task that ANA undertook in order to update its Strategic Plan. Their goal is to continue to serve its members by providing interesting content, interactive services and innovative products.

The new ANA Strategic Plan 2017-2020 platform includes three main goals: increasing profession-wide RN engagement, employing nurse-focused innovation and improving the nurse-to-consumer relationship. These goals will be accomplished via policy/practice, advocacy, products and professional development. These goals are further supported by specific objectives that include targeted segmentation to deliver the most relevant content, programs and services to members, in addition to updated policies, practice innovation and relevant advocacy directly reaching the RN population. How will this be achieved? By creating new approaches to maximize direct relationships with all registered nurses, fostering and disseminating nurse-focused innovation that will significantly impact patient and nurse outcomes, and generating revenue in program areas that are designated as “priority.”

Another major objective is big data – the use and the application of data through targeted analytics across the care continuum that encourages, entices and welcomes nurse-led innovation. “Transforming healthcare requires collecting, sharing, and applying meaningful and actionable data to deliver quality health care to more people at a lower cost.” (ANA Strategic Plan 2017-2020, pg 2).

Nurses hold a special place in the U.S. healthcare system. Our education, experience and sheer proximity to daily health care issues positions us as industry leaders. That position of responsibility cuts not only across the healthcare spectrum but also across the care continuum where RNs are present at every level. Through the adoption of new policies and methodologies, we will maximize the strength and potential of nursing. Moreover, with pointed advocacy effort, education and targeted communication, we will engage and encourage our membership to bring transformative value in the form of quality, cost and safety to today’s dynamic healthcare delivery system.

Nursing Faculty Openings

An excellent opportunity exists at CSU for a full-time faculty member for a Nursing position in our Nursing Education Program.
ANA’s 2016 Membership Assembly (MA) was busy and exciting. One of the responsibilities of the membership is to consider the organization’s bylaws. This year was unusual in that bylaws would not ordinarily have been discussed in 2016. However, an important bylaws and policy issue was brought forward that warranted a vote of the membership.

Just to review, the ANA Committee on Bylaws (COB) is charged with receiving and preparing proposed amendments; regularly reviewing the bylaws of ANA and its constituent nursing associations for conformity; and identifying concerns, changes needed, and making recommendations. At the Membership Assembly, usually in every other year, member representatives have the opportunity to discuss and vote on amendments to the ANA Bylaws.

Because of current issues, a Special Meeting at the ANA 2016 Membership Assembly was held on Saturday June 25, 2016. At that meeting, representatives considered proposed bylaws and policy amendments submitted by the ANA Board of Directors, having approved the recommendations of the Value Pricing Task Force (VPTF). The Value Pricing Pilot Program (VPPP) pilot is focused on retaining and increasing membership in the states involved, and to evaluate the results.

The proposed amendment was to allow the ANA Board of Directors to extend the existing pilot for three more years, until the MA in 2019, and, upon their application to the Board, add more state associations or IMD to the pilot. The rationale included more time to gather data, identify the impact, and bring information back for considering program changes, applying value pricing, and perhaps changing the ANA Dues Policy.

Policy-wise, this special meeting included a proposed amendment to the ANA Dues Policy that would defer application of the dues escalator for the years of 2014, 2015, and 2016 (The intention is to prevent further escalation of ANA dues until after a final decision on the VPPP is made at the 2019 ANA MA.).

A Bylaws Hearing was held to enable open discussion by the Membership Assembly of these issues. In the hearing, some concerns about adding too many states and extending the time were voiced, along with support of the proposed amendment. The Reference Committee addressed the policy proposal.

Following the hearing, the COB met for hours to further discuss the hearing comments. The COB also met with designated staff, including legal counsel who have consistently helped, and with other staff and leadership, and the Reference Committee. Then the COB, with staff assistance, crafted the Report of the ANA COB to come before the MA at the Special Meeting. FAQs were also distributed to all at the MA to provide more information about the pilots, impact on membership growth, financial impact so far, and more.

The final vote: the Membership Assembly voted to pass the amendment. As a result, the Board may extend the number participating in the pilot and the number of years to continue the VPPP.

Having been a long-time ANA member, a key benefit of participation and attending events is the networking, meeting new people and seeing old friends. Being able to sit together with ANAC colleagues at this MA enhanced the experience. And, having the honor of serving on both the national and state bylaws committees enabled me to acquire and share additional knowledge.

To ANAC members: please consider getting more involved in ANAC and ANA. It has been a privilege for me to serve on both the national ANA Committee on Bylaws and our ANACCalifornia Bylaws Committee.

Join our nursing team!

The California Department of State Hospitals is actively recruiting Registered Nurses and Licensed Vocational Nurses to join us as we provide excellent evaluation and treatment to California’s most vulnerable mentally ill population. We are the largest forensic mental health hospital system in the nation, with over 11,000 employees and over 6,000 patients.

Benefits include:
- Outstanding quality of practice
- Team oriented, collegial working environment
- Annual Salary: $92,048 - $115,408
- Generous CalPERS retirement benefits
- Excellent medical, dental, and vision packages
- Paid vacation and sick leave
- Eleven paid State holidays
- Two Professional Development days per fiscal year

For more information, including how to apply, contact the DSH Recruitment Unit:

916.654.2609
DSH.Recruitment@dsh.ca.gov
www.dsh.ca.gov/jobs

California Department of State Hospitals
Federal Bureau of Prisons

The Federal Correctional Institution (FCI), Safford, Arizona, is nestled between the Pinaleno and Gila Mountains. The area is of Thatcher, Pima and Solomon are located in the Gila Valley part of Arizona, just 20 miles north of I-10 and approximately 120 miles southeast of Tucson, Arizona. FCI Safford has an immediate opportunity for a PA & NP. For an application, job description, and additional information, contact: K’ima:w Medical Center, an entity of the Hoopa Valley Tribe, PO Box 1288, Hoopa, CA, 95546 or call (530) 625-4261 or email hr.kmc@kimaw.org for a job description and application. Resumes and CV are not accepted without a signed application.

Incentives available for this position include up to a competitive salary, and a Thrift Savings Plan. We are an EOE.

PROTECT YOUR LICENSE, REPUTATION, AND LIVELIHOOD

Are You a California Nurse Facing Disciplinary Inquiry?

Seek the assistance of an experienced licensing law attorney immediately.

We know all of the legal complexities facing nurses:

- Allegations?
- Alcohol or drugs use
- Charting errors
- Medication errors
- Allegations of negligence

Contact us today for your free consultation.

THE LAW OFFICES OF LUCY S. MCALLISTER
— PROFESSIONAL LICENSING LAW —

877-280-9944
Offices in San Francisco and San Jose CA

www.LucyMcAllisterLicensingLaw.com

2016 ANA Membership Assembly

Nurses and their Duty to the LGBTQ Community

By Annie Tat, MS, BSN, RN, PHN

As registered nurses, our Code of Ethics calls on us to promote health as a universal human right, commit to advancing health, welfare, and safety for all; and reduce health disparities through educating the public and collaborating to address barriers to health. We have a duty to our patients’ clients to provide unbiased, compassionate care despite our personal beliefs on how an individual should live, because ultimately, as human beings, they have the right of self-determination.

There has been progress in addressing issues our LGBTQ (lesbian, gay, bisexual, transgender, queer) brothers and sisters have faced such as the legalization of same-sex marriage and ensuring that all same-sex couples can access benefits under the Family and Medical Leave Act (FMLA). However, challenges within the LGBTQ community still exist. LGBTQ youth are two to three times more likely to commit suicide and are more likely to be homeless than their heterosexual peers, and LGBTQ elders face specific barriers to healthcare due to isolation, diminished family support, and limited resources.

Therefore, at the 2016 ANA Membership Assembly, our state associations came together for a dialogue forum on nursing advocacy for sexual minority and gender diverse populations. We discussed the overall healthcare disparities and identified what strategies nursing and organizations can undertake to support the LGBTQ community and provide the highest standard of care in a safe, non-judgmental environment. We examined issues of practice, policy, and advocacy to be addressed at institutional, state, and national levels.

ANA’s recommendations for nurses included: asking what is your relationship to (name of client/patient) to avoid assuming heterosexual relationships; educating yourself in recognizing heteronormativity and recognizing your own implicit and explicit biases about the LGBTQ community; implementing nursing education, hospital modules, and continuing education on cultural strategies to support the LGBTQ population; and looking at patient satisfaction scores of the LGBTQ community. Furthermore, it was recommended that ANA should develop an education program on LGBTQ needs, as well as educational materials to help nurses create positive encounters for the LGBTQ community and how to mend relationships when they make mistakes.

Well thought-out recommendations were presented by each state with the overall goal to ensure acceptance of the LGBTQ community by the nursing profession and overall society to provide safe, quality healthcare. We must do more than say we accept the LGBTQ community – we must take action to reduce the disparities the community faces and provide the quality care they deserve.

Annie Tat (right) conferring with colleague Tamara Al-Yassin during LGBTQ presentation

The City of Los Angeles Personnel Department is looking for a dynamic:

ADVANCE PRACTICE PROVIDER CORRECTIONAL CARE NURSE PRACTITIONER

An Advance Practice Provider Correctional Care is responsible for obtaining medical histories, performing physical examinations, ordering and interpreting diagnostic tests, assessing medical conditions, providing medical care and treatment, and performing related duties as required under standardized procedures and/or protocols established by the department in one of the City’s correctional care facilities.

The City offers a competitive salary and an excellent benefits package!

To learn more about this exciting career opportunity please visit us online at

https://www.governmentjobs.com/careers/lacity

Annie Tat (left) with healthcare worker during LGBTQ presentation

K’ima:w Medical Center, an entity of the Hoopa Valley Tribe, is seeking applicants for the following positions:

Public Health Nurse FT/Regular (530-30 – 43.29 per hr). Supervisor Outreach Dept. public education, home visits.

For an application, job description, and additional information, contact: K’ima:w Medical Center, Human Resources, PO Box 1288, Hoopa, CA, 95546 or call (530) 625-4261 or email hr.kmc@kimaw.org for a job description and application. Resumes and CV are not accepted without a signed application.
By Liz Dietz, EdD, RN, CS-NP
Secretary of the ANA PAC Board of Trustees

The ANA Political Action Committee was very active at the 2016 ANA Membership Assembly and throughout the year. We continue to collect donation and provide funds to federal Congressional candidates. We back candidates who support our nursing and health care issues – regardless of political party affiliation – Republican, Democrat and even Independent.

During the Membership Assembly, there was a full day of lobbying on the Capitol Hill. An information session was provided for all attendees after breakfast was served. Members of the legislative staff from three delegations gave helpful presentations. Lobbying tips and resources were provided for participants. Information and fact sheets were provided on HR 2083 and S 1132, two Registered Nurse Safe Staffing Acts. HR 1342 and S 578, the Home Health Care Planning Improvement Act, was discussed with attendees. Finally, Title VIII Nursing Workforce Reauthorization Act, HR 2713, was reviewed and talking points provided.

Since everyone had pre-registered for the event, the ANA Lobby Day staff was able to schedule appointments with elected officials based on attendees’ districts and states. Chartered bus transportation was provided for all attendees. There was a waiting area in the U.S. Capitol Visitor Center cafeteria for attendees to confirm appointments with ANA staff and organize their day’s events. Thank you to the ANA Governmental Affairs staff for their hard work in organizing the event. A high point of the day was an impressive group picture taken in front of the U.S. Capitol Building.

ANA Lobby Day 2016 was only one activity sponsored by ANAS PAC during the Membership Assembly. There was a VIP reception for contributors of $250 or more that included refreshments and a premier wine tasting event. At the completion of the VIP event, ticket holders who donated $75 were treated to a lovely thank you evening that was full of festivities, refreshments, fellowship, networking and great music. Saturday morning was the VIP Political Briefing Breakfast. Nathan Gonzales of the Rothenberg and Gonzales Political Report provided insights into the 2016 presidential election and analysis of important congressional races. The presentation was both informative and fun.

Members have asked: how does the ANA PAC Board of Trustees make their recommendations to the ANA Board of Directors? We have monthly conference calls to discuss issues and business that comes before the Trustees. The ANA PAC Board of Trustees has a rubric scoring system based upon the candidates: accessibility to ANA staff, relationship with the CSNA, if they are a nurse or a friend of nursing, legislative leader, and what committees they sit on or chair. Points can also be added for their party leadership, difficulty of race, or for something they have done for nursing, health care and/or for ANA. Candidates are endorsed with financial support based upon this scoring system by the Board of Trustees. Candidates can also be endorsed in name only, without financial support.

In 2015-2016, the PAC also reviewed our bylaws, discussed Congressional candidate endorsements, and affirmation of intent to solicit only from ANA members. The chairperson of the PAC provides regular reports to the ANA Board of Directors and collaborates with staff as needed.

Any ANA member with legislative experience or interest can apply for the PAC Board of Trustees utilizing the ANA appointments process. The ANA Board of Directors makes the final recommendations for members of the ANA PAC.

In December 2016, I will have completed my first term on the ANA PAC Board of Trustees and have applied to continue for another term. If you are interested in serving, please contact me and I would be delighted to provide you with more detailed information.
Influencing Health Policy by Getting RNs on Boards and Commissions

By Anne Hughes, PhD, FNP-BC, ACHPN, FAAN
Vice President, ANA/C

One of the breakout sessions at ANA’s 2016 Membership Assembly focused on the campaign launched by ANA, the American Academy of Nursing, and a coalition of other nursing organizations, to prepare and support nurses’ appointments to state and national boards and commissions. The Institute of Medicine’s (since renamed the National Academy of Medicine) Future of Nursing Report: Leading Change, Advancing Health (2011) underscored the critical role nurses must play in transforming health care by shaping policy. Setting policy occurs on boards and commissions, as well as through legislative and advocacy work.

The goal of the Nurses on Boards Coalition (NIBC) is to ensure that 10,000 nurses are appointed to policy-setting boards by 2020. Laurie Benson, recently appointed executive director NIBC, was a presenter at the workshop.

ANA Gun Violence Declaration

By Kelly Hunt, BSN, RN

I have spent most of my life in Orlando. Words cannot explain the roller coaster of emotions I have experienced after the mass shooting at Pulse Night Club. I could not be more proud of the American Nurses Association for issuing the following press release on June 15, 2016:

American Nurses Association Urges Nurses to Help Stop Gun Violence

WASHINGTON, DC – In the wake of the Orlando, FL, massacre, the American Nurses Association (ANA) issued a declaration today calling for sensible gun control measures, including one that lifts a ban on the Centers for Disease Control and Prevention from studying gun violence. ANA held its annual Membership Assembly this week in Washington, DC. ANA is the premiere professional association representing the interests of the nation’s 3.6 million registered nurses (RNs).

“Now is the time to enact meaningful gun control legislation at the state and federal level to protect society,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “We all must join with other members of our community and at every level of civil society in dialogue and action to address the underlying issues that result in hate and motivate unspeakable acts of violence.”

The declaration follows ANA’s Lobby Day on June 23, when almost 300 nurses from across the country went to Capitol Hill to share their perspectives and concerns about key nursing and health care issues, including safe nurse staffing, access to home health care, and gun violence.

The declaration reads (in part):

• WHEREAS, in recent years, our country has endured unspeakable acts of violence with the common thread in each of these mass-casualty tragedies being easy access to guns.

• WHEREAS, the easy access to guns and inadequate access to mental health services contributes to an unsafe environment.

• WHEREAS, at an alarming rate, registered nurses and other health professionals, in emergency departments, hospitals and clinics across the country, are called upon to care for victims of mass shootings, homicides, suicides, and accidental shootings.

• WHEREAS, ANA commends the nurses and entire health care team at Orlando Regional Medical Center and the other receiving facilities for their dedication and professionalism during this tragic event.

• WHEREAS, of grave concern to ANA are all human rights violations, including hate crimes. The Code of Ethics for Nurses with Interpretive Statements calls on nurses to respect all cultures, value systems, sexual orientation or gender expression and act to change those aspects of social structures that detract from health and well-being.

• WHEREAS, since 1994, ANA has considered gun violence to be a public health issue with subsequent policy action calling on the need for limits on the availability of handguns, a ban on assault weapons, and a waiting period and background check of purchasers.


Stop Gun Violence

Ethics for Nurses with Interpretive Statements calls on nurses to respect all cultures, value systems, sexual orientation or gender expression and act to change those aspects of social structures that detract from health and well-being.

John C. Fremont Healthcare District
Critical Access Hospital
Short distance from Yosemite National Park

Now Hiring!
Registered Nurse/ER

Check out our positions available at www.jcf-hospital.com and/or email your resume to hr@jcf-hospital.com
I first attended ANA’s Membership Assembly in 2014 when I was president of the National Student Nurses Association. Although somewhat overwhelming, it was a fantastic experience. I was in awe of the caliber of nurses surrounding me. I tried very hard to keep up and soak in all the rich discussions.

This year, I once again attended ANA’s Membership Assembly – this time as a new RN. With eight months of cardiac bedside nursing under my belt, I felt like I’d seen a thing or two. I had already lost my first patient and experienced my first injury at work, a needle stick. Additionally, I participated in multiple codes, successfully helped an open heart patient convert to normal sinus rhythm, and have had many other exciting and rewarding experiences.

Attending the Membership Assembly as a new nurse was incredible! I was able to contribute to the ongoing discussions about safe staffing, medication errors, leadership, and the importance of mentorship. More conversations followed around nurse bullying, autonomy for APRNs, and the need to be brave.

Many tenured nurses happily gave advice as they listened to my struggles and successes as a new graduate. They were supportive and encouraging. The timing could not have been more perfect because I had been feeling slightly discouraged. It was easier putting the pieces together this time. I spoke from the heart, based on my experiences and those of other new graduates.

The Lobby Day was also fantastic! We were well received in Washington as we advocated for safe staffing, home healthcare, Title VIII, and full scope of practice for APRNs. It wasn’t my first time on Capitol Hill so I was able to help another nurse navigate the process.

Overall, my experience was priceless. I left ANA’s Membership Assembly feeling re-energized well equipped. I’m grateful to all the nurses that took time out to offer advice and encouragement, including Dr. Pam Cipriano, ANA’s president. We must all continue to empower one another, be involved, and advocate for our noble profession.
then use the links on the login page to secure your user name and password.

Our social media presence is also growing. Have you been following us on Facebook (American Nurses Association California) and Twitter (@ANACalifornia)? We reach hundreds of nurses each week and raise awareness about trending issues in nursing and health care — so don’t miss out!

Our quarterly published newsletter, Nursing Voice, is mailed to every ANAC member. The Nursing Voice is a great vehicle for members to publish articles on topics they are passionate about. To learn more, access submission guidelines at www.anacalifornia.org. We are ready to take this publication to a higher professional level and have hired Brenda Brozek (also a dedicated ANAC member and our webmaster) to be our new editor!

Our newest communications acquisition is ANAC Weekly. Your weekly electronic newsletter covers local and national news of importance to nurses. If you know of a local continuing education offering, professional meeting or other item of interest for California nurses, let us know by e-mailing anac@anacalifornia.org. The benefit of ANAC Weekly is the timeliness of the news.

If you have any suggestions about how to improve on our communication pathways, feel free to e-mail me at ed@anacalifornia.org.

**Events and Member Engagement**

**RN Day at the Capitol**

Last April, RN Day was so well attended that we have officially outgrown our current meeting space. What a great problem to have! We will be announcing our April 2017 date soon and may even plan a second event during the next year.

ANA’s General Assembly has a whole new look! In celebration of our 20-year anniversary, we have re-invented this event to create an exceptional attendee experience. ANAC members have been offered a very affordable rate for this 1.5-day event that includes a keynote address and reception with ANA President Pam Cipriano. See the graphic below for more details.

**Continuing Education**

In addition to BRN continuing education (CE) credits that you earn while attending ANAC events, you will now be able to also earn CE credits through the American Nurses Credentialing Center (ANCC). These credits are valuable to any nurse who holds a certification through ANCC.

**New Venture into Multistate Division (MSD) Pilot**

One of the most exciting and transformational decisions recently made by your Board of Directors was to join the Western Multistate Pilot Project, an ANA initiative for association sustainability. The focus of the pilot program is to implement a streamlined business operations model where states share fees and services, such as merging the continuing education unit of many states into one central area to reduce accreditation and operational fees.

The MSD model allows states to keep their own identities, boards of directors, local initiatives, etc. The three MSD pilots are: Northeast MSD (Maine, Vermont, New Hampshire, Rhode Island, Connecticut and New York), Midwest MSD (Iowa, Kansas, Missouri, Nebraska and North Dakota), Western MSD (Arizona, California, Colorado, Idaho and Utah). Each MSD group has an MSD Leader, a seasoned executive director who has managed a state nurses’ association for a minimum of five years. I am looking forward to working with you, area leaders, to support our state nurses’ associations.

**New Venture into Multistate Division (MSD) Pilot**

Our quarterly printed publication, ANA California’s Nursing Voice, is the timeliness of the news. For nearly 50 years, Concorde Career Colleges has prepared thousands of people for rewarding careers in the healthcare industry. We specialize in education with a clearly defined purpose.

For more information on how to apply for ANCC approved contact hours for your next educational activity, visit www.ANACalifornia.org and click on the “resources” tab.

In closing, I look forward to my continued work with the ANAC Board, staff and members to fulfill our mission and strategic plan. I would like to thank Marketa Honoska, ANAC senior policy analyst and office manager, for her patience and leadership. As ANAC’s only full-time paid staff member, she has and continues to do an amazing job with the “boots on the ground” advocacy.

During this past year, she tirelessly worked to get our new ANAC office up and running. I am happy to announce that we have hired a second full-time employee who will focus on the day-to-day office responsibilities. This will provide Marketa with more time to advocate in the health policy arena and engage with our members, two areas in which she consistently excels.

2017 will be a great year!

**Keynote: From Bedside to Boardroom**

Pam Cipriano, PhD, RN, NEA-BC, FAAN
President, American Nurses Association

**Also Featuring**

Healthy Nurse, Healthy Nation™: Grand Challenge!
Jaime Murphy Dawson, MPH
Program Director, Dept of Nursing Practice and Work Environment, American Nurses Association

**ANA Business Meetings**

Open Board Meeting
Bylaws Hearing
General Assembly
Continuing Education
CRedits Available
BRN & ANCC Approved

**Panel Discussions**

Transitions in Practice
Our Renewable Resource: The Code of Ethics
Advocacy and Legislative Update
Workplace Violence and Bullying
Profound Power of Nurse Wellness

**ANA California’s Nursing Voice**

State of Our Association Report

Page 14 • ANA California’s Nursing Voice
State of Our Association Report continued from page 1

October, November, December 2016

the MSD Leader for the Western MSD.

ANA has invested in the MSD pilots both financially and operationally. They work closely with the MSD Leaders to support our work. Support services through various ANA departments are available and utilized by each MSD group. Since the ultimate goal of the MSD groups is to be self-sufficient, ANA works with the MSDs to develop a plan for sustainability, incorporate lessons learned along the way and, ultimately, determine the future.

At the local level, the MSD structure allows state nurses associations and their boards to focus on growing and retaining membership and enhancing state advocacy initiatives. ANAC has already benefitted from this model because we are now able to offer ANCC approved contact hours for continuing education activities offered in California. For more information on how to apply for ANCC approved contact hours for your next educational activity, visit www.ANACalifornia.org and click on the “resources” tab.

In closing, I look forward to my continued work with the ANAC Board, staff and members to fulfill our mission and strategic plan. I would like to thank Marketa Honoska, ANAC senior policy analyst and office manager, for her patience and leadership. As ANAC’s only full-time paid staff member, she has and continues to do an amazing job with the “boots on the ground” advocacy.

During this past year, she tirelessly worked to get our new ANAC office up and running. I am happy to announce that we have hired a second full-time employee who will focus on the day-to-day office responsibilities. This will provide Marketa with more time to advocate in the health policy arena and engage with our members, two areas in which she consistently excels.

2017 will be a great year!
By Beth Haney, DNP, FNP-C, FAANP

“The Fellows of the American Association of Nurse Practitioners (FAANP) impact national and global health by engaging recognized nurse practitioner (NP) leaders who make outstanding contributions to clinical practice, research, education, or policy to enhance the ANP mission. From invitational Think Tanks to the Mentorship Program, FAANP is dedicated to advancing the NP profession”—excerpted from the FAANP website.

As a newly inducted fellow in the American Association of Nurse Practitioners, I am honored to receive recognition from this esteemed group of colleagues for my work in policy and education. I will continue to contribute to the mission and initiatives of the AANP and FAANP by utilizing my experiences in academia and leadership. FAANP key priorities include developing future NP leaders and furthering the NP profession while enhancing AANP’s mission. My experience as an active volunteer, and ultimately leading the California Association for Nurse Practitioners as President, has provided me with many opportunities to move the NP profession forward both legislatively and in stature. In addition, my appointment as assistant clinical professor at the University of California, Irvine in 2010, enables me to promote NPs first as students and then as leaders in health care.

My work in the community is highlighted by my election to the Board of Directors of the YMCA – Orange County Region, and I am grateful to be part of an organization that makes the health of children, families, and communities a priority. As an FAANP, I will continue to promote the NP and patient care agenda by staying involved with my professional organizations and ensuring that NPs are represented, not only in NP organizations, but also in community and public organizations.

My belief is that patient centered health care can only be achieved by NPs through appropriate education, professional organization involvement, high practice standards, and by playing an active role in setting health policy. NP involvement in health policy is crucial for the advancement of patient centered health care. Through health policy influence and education, NPs create practice standards ensuring patient safety and excellent health outcomes. AANP Fellowship embodies the spirit of advanced practice and ensures NP progress by moving the NP agenda forward and mentoring our future leaders.

My work in the community is highlighted by my election to the Board of Directors of the YMCA – Orange County Region, and I am grateful to be part of an organization that makes the health of children, families, and communities a priority. As an FAANP, I will continue to promote the NP and patient care agenda by staying involved with my professional organizations and ensuring that NPs are represented, not only in NP organizations, but also in community and public organizations.

My belief is that patient centered health care can only be achieved by NPs through appropriate education, professional organization involvement, high practice standards, and by playing an active role in setting health policy. NP involvement in health policy is crucial for the advancement of patient centered health care. Through health policy influence and education, NPs create practice standards ensuring patient safety and excellent health outcomes. AANP Fellowship embodies the spirit of advanced practice and ensures NP progress by moving the NP agenda forward and mentoring our future leaders.
Make a difference

BE A HEALTH LEADER
with a graduate degree from UC Davis

- Advance your career
- Enhance your leadership skills
- Lead health teams

NOW ACCEPTING APPLICATIONS
for Doctor of Philosophy and Master of Science—Leadership programs

STUDENTS IN ALL NURSING PROGRAMS RECEIVE GENEROUS FINANCIAL SUPPORT

UCDAVIS
BETTY IRENE MOORE
SCHOOL OF NURSING

Nursing.ucdavis.edu

Preparing nurses on every level.

Whether you’re an RN interested in pursuing your Bachelor of Science in Nursing, or ready for your Master of Science in Nursing, this is a perfect time to earn your advanced degree at Concordia University Irvine.

The RN to BSN Nursing program is offered in a hybrid on-campus/online format with students meeting on campus one day a week per semester. The program can be completed in as little as 12 months full-time, or approximately two years part-time.

The MSN program will prepare you for the next phase of your career—whether as a nursing leader in healthcare management or as an educator. You have the option of taking courses fully online or in a blended format of online and classroom instruction. You can earn your MSN in 15-20 months.

For more about the Concordia RN to BSN or MSN programs, contact MJ Caterinicchio at 949-214-3614 or mj.caterinicchio@cui.edu.

Info Sessions: Oct 6 & Dec 6
RN to BSN Classes Start: Jan 11 & 12
MSN Classes Start: Jan 14

Visit cui.edu/nursing to learn more.